

ARTICLE 33

HOLIDAYS

Section 1.

On the following holidays, employees shall be entitled to eight hours paid absence from work at their regular rate of pay.

<u>Holiday</u>	<u>Observance</u>
New Year's Day	January 1
Martin Luther King Day	The third Monday in January
President's Day	The third Monday in February
Memorial Day	The last Monday in May
Independence Day	July 4
Labor Day	The first Monday in September
Veterans' Day	November 11
Thanksgiving	The fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25
New Year's Eve	December 31

Section 2.

To be eligible for the provisions of this Article, employees must work on the last scheduled workday preceding the holiday and the first scheduled work day following the holiday unless on an authorized paid leave.

Section 3.

Employees who work on a holiday shall receive overtime or compensatory time, pursuant to the provisions of Article 19 of this Agreement, in addition to the eight hours of straight-time holiday pay.

Section 4. Paid Absence.

- a. When a pass day falls on a holiday, the employee shall receive another pass day within the pay period, subject to the provisions of Article 19, Section 4.
- b. If an employee is on a paid absence day and is recalled to work on a holiday, he/she shall receive a minimum of four hours overtime pay. If the recall time exceeds the four hours, the employee will receive overtime pay for the hours actually worked.